

BILL NO. S-88-12- 34

SPECIAL ORDINANCE NO. S- 09-89

AN ORDINANCE approving the awarding of Reference #868 by the City of Fort Wayne, Indiana, by and through its Department of Purchasing and General Chemical Corporation for the Water Filtration Plant.

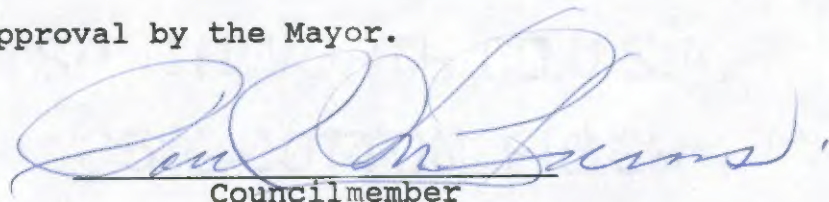
NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA;

SECTION 1. That Reference #868 between the City of Fort Wayne, by and through its Department of Purchasing and General Chemical Corporation for the Water Filtration Plant, respectfully for:


the purchase of soda ash for the Water Filtration Plant for 1989;

involving a total cost of Forty-One Thousand, Five Hundred Ninety-Two and no/100 Dollars (\$41,592.00), all as more particularly set forth in said Reference #868 which is on file in the Office of the Department of Purchasing, and is by reference incorporated herein, made a part hereof, and is hereby in all things ratified, confirmed and approved.

SECTION 2. That this Ordinance shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.


Councilmember

APPROVED AS TO FORM
AND LEGALITY


J. Timothy McCaulay, City Attorney

REFERENCE NO. 868
FILTRATION PLANT
SODA ASH

DESCRIPTION	GEN CHEMICAL	GERIG'S
COST/TON	\$93.000	N/A
TRUCK/TON	\$67.250	\$13.00
DEMURRAGE	N/A	\$17.00 *
RAIL/TON	\$45.640	N/A
DEMURRAGE	N/A	N/A
DELIVERY TIME	3-5 DAYS	N/A

AFTER TWO (2) DAYS

D. PITTARO

NOV 14 1988

INVITATION TO BID
DEPARTMENT OF PURCHASING
CITY OF FORT WAYNE, ALLEN COUNTY, INDIANA
ONE MAIN STREET-ROOM 350
PHONE 219-427-1101

BID OPENING DATE 12-8-88 @ 11:00 AM

BID REFERENCE # 868

BIDS SHOULD BE DELIVERED TO DEPARTMENT OF PURCHASING, ROOM 350, CITY-COUNTY BUILDING UP TO 11:00 AM, ON OR BEFORE OPENING DATE.

SEALED BIDS WILL BE OPENED PUBLICLY AT 11:01 AM IN THE BOARD OF WORKS AND SAFETY CONFERENCE ROOM ON THE THIRD FLOOR OF THE CITY-COUNTY BUILDING. "NO LATE BIDS WILL BE ACCEPTED AFTER 11:00 AM FOR ANY REASON WHATSOEVER."

THIS INVITATION FOR BID IS FOR The 1989 requirements for Soda Ash

AND REQUESTED BY Three Rivers Filtration Plant

PLEASE RETURN THIS FORM AND/OR ANY OF THE OTHER FORMS AS REQUESTED AND HI-LIGHTED ON THE SHEET OF CONTENTS WITH YOUR SEALED BID.

THIS BID REQUIRES A X 5% BID BOND OF ALL BIDDERS.

THIS BID REQUIRES A 100% PERFORMANCE BOND OF SUCCESSFUL BIDDER(S).

PROMPT PAYMENT DISCOUNTS WILL BE ALLOWED AS FOLLOWS: % IF PAID WITHIN DAYS.

THE CITY OF FORT WAYNE IS EXEMPT FROM FEDERAL EXCISE AND INDIANA STATE SALES TAX. THE CITY'S INDIANA SALES TAX EXEMPTION CERTIFICATE NUMBER IS 356-001-255 0013, PRICES SHOULD NOT INCLUDE THESE TAXES.

THE EXECUTION HEREOF BY THE BIDDER IS ACCEPTANCE OF ALL TERMS AND CONDITIONS HEREIN AND IN THAT REGARD THE BIDDER AGREES TO BE BOUND BY SAME AND BE BOUND TO THE AMOUNT OF HIS/HER BID FOR A PERIOD OF NINETY (90) DAYS.

FIRM NAME GENERAL CHEMICAL CORPORATION

STREET ADDRESS P.O. Box 395

CITY Parsippany, NJ 07054-0395

BY Carol M. Becker PHONE 1-800-631-8051

REPRESENTATIVE SIGNATURE

Carol M. Becker, Mgr., Customers' Service Syst

SODA ASH (EST. 300 TON)	COST PER TON (PRODUCT ONLY)	FREIGHT COST PER TON		FREIGHT COST PER TON BY RAIL	DEMURRAGE	DELIVERY TIME A.R.O.
		BY TRUCK	DEMURRAGE			
	\$ 93.00	\$ 67.25	\$ N/A	\$ 45.64	\$ N/A	X 3-5 days after receipt of order.

COST FOR PRODUCT AND COST FOR SHIPPING MUST BE BID SEPARATELY

Via Truck \$160.25/NT
Via Rail \$138.64/NT

F.O.B. Destination. Prices quoted are subject to adjustment the first day of any calendar quarter with 15 days prior written notice to Buyer. Terms: Net 30 days from date of shipment.

PRODUCT SAFETY DATA SHEET ENCLOSED

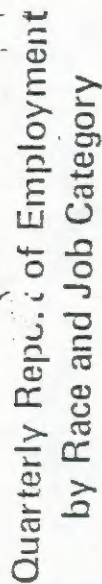
failure to perform is caused by the default of a subcontractor, and if such default arises out of causes beyond the control of both the contractor and subcontractor, and without the fault or negligence of either of them, the contractor shall not be liable for liquidated damages for failure to perform unless the supplies or services to be furnished by the subcontractor were obtainable from other sources in sufficient time to permit the contractor to meet the required delivery schedule.

3. Inspection and Acceptance. Inspection and acceptance shall be conducted by the persons named below. Only these named persons will have the authority to accept or reject the supplies for the City. In the event the individual or individuals listed below are no longer employed by the City or are no longer employed in the position stated, the person or persons assuming their positions will be responsible for the acceptance or rejection.

<u>NAME</u>	<u>TITLE</u>
GLORIA-J. GOEGLEIN (219)427-1101	<u>Director of Purchases</u>
Denver Howard (219) 427-1254	<u>Licensed Technical Advisor</u>

Option Renewal

By mutual agreement between the City of Fort Wayne and the supplier, the contract period may be extended for an additional period not to exceed one (1) year. However, the agreement to extend must be completed in writing not less than fifteen (15) days prior to expiration date. The contract may be extended only at the same price and under the same conditions governing the original contract.



(THE DATA BELOW SHALL ALSO BE INCLUDED IN THE FIGURES FOR THE APPROPRIATE OCCUPATIONAL CATEGORIES ABOVE)

APPROVED

Charles R. Rumb

AFFIRMATIVE ACTION PROGRAM
FOR
GENERAL CHEMICAL CORPORATION
GREEN RIVER SODA ASH OPERATIONS

FACILITY EEO-1 IDENTIFICATION NUMBER - 13498545

FACILITY DUN & BRADSTREET IDENTIFICATION NUMBER

INCLUSIVE DATES OF THE AAP: FROM 02-01-88 to 01-31-89

PROGRAM COMPLETED BY: Charles R. Camp

TITLE: Superintendent of Labor Relations

TELEPHONE NUMBER: (307) 875-3350

PROGRAM READ AND APPROVED BY: Arnold Wallace

TITLE: Manager of Human Resources and Community Affairs

TELEPHONE NUMBER: (307) 875-3350

PROGRAM READ AND APPROVED BY: Frank E. Lehman

TITLE: Plant Manager

TELEPHONE NUMBER: (307) 875-3350

NAME OF CORPORATION: GENERAL CHEMICAL CORPORATION

LOCATION OF CORPORATE HEADQUARTERS: PARSIPPANY, NEW JERSEY

CORPORATE CHIEF EXECUTIVE OFFICER: R. R. RUSSELL
CHIEF EXECUTIVE OFFICER
(201) 515-1800

CORPORATE EEO OFFICER: J. KRAFT

TELEPHONE NUMBER: (201) 515-1903

CORPORATE DUN & BRADSTREET IDENTIFICATION NUMBER: 04-879-4986

CORPORATE HEADQUARTERS EEO-1 IDENTIFICATION NUMBER

General Chemical Corporation

Green River Soda Ash Operations
P. O. Box 551
Green River, Wyoming 82935-0551
(307)-875-3350



CHAPTER II

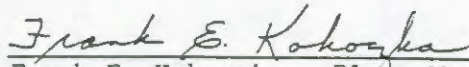
REAFFIRMATION OF POLICY

It has been and will continue to be the policy of General Chemical Corporation to extend equal employment and advancement opportunity to all individuals regardless of their race, color, religion, national origin, handicap, sex, age, or status as a disabled veteran or veteran of the Vietnam era. Our objective is to recruit, hire, train, and promote into all positions by utilizing objective standards to make employment decisions based on the individual's qualifications as they relate to the particular job vacancy and to the furtherance of equal employment opportunity.

This policy extends to all employees and all aspects of the employment process, including the recruitment and hiring of new employees, the administration or personnel functions of current employees with respect to promotion, transfer, layoff and recall, training, educational assistance, compensation benefits, and social and recreational activities.

As a part of our affirmative action program, we have instituted routine auditing procedures to monitor the programs and highlight any areas in need of corrective actions. It is our intent in this monitoring procedure to strengthen the overall program through a consistent flow of information on the status of our progress.

Grover E. Wallace, Manager - Human Resources and Community Services, has been assigned administrative responsibility for the coordination and implementation of our affirmative action plan. Mr. Wallace is located on the main floor of the administration building, telephone extension 207. Any employees or applicants who desire to review the affirmative action plan should contact Mr. Wallace between the hours of 8:00 a.m. to 4:00 p.m., Monday through Friday. While certain confidential portions of the affirmative action plan are not available for general review, the intent and purpose of the AAP are clear.



Frank E. Kokoczka - Plant Manager

CHAPTER III

DISSEMINATION OF POLICY

Grover E. Wallace, Manager - Human Resources and Community Service, has been assigned the responsibility for developing, coordinating, and establishing a network for communication to ensure that the Green River Work's affirmative action plan policies are understood by employees at all levels of the organization.

A. Internal Dissemination

At General Chemical Corporation the EEO policy has been and will continue to be disseminated as follows:

1. The EEO policy is included in the Employee Relations Policy Manual which is maintained in the Employee Relations Department.
2. The company's EEO policy will continue to be posted on company bulletin boards.
3. The EEO policy has been included in company publications and will continue to be.
4. Meetings with executive management have been held on a continuing basis to explain the company's commitment to EEO and individual responsibility for effective implementation, making clear the chief executive officer's attitude.
5. The EEO policy will continue to be discussed with newly hired employees during the employee orientation program.
6. Union officials are informed of the company's EEO policy and their cooperation has been requested.
7. Non-discrimination clauses are included in union contracts and contractual provisions are reviewed to insure that they are non-discriminatory.
8. Company publications continue to include articles covering EEO programs, promotions, and achievements of minority and female employees.
9. Minorities and women continue to be featured in all our product or consumer advertising as well as employee information publications.
10. We will continue to communicate to employees the existence of the Affirmative Action Plan and make available elements of the program that will enable employees to know of and avail themselves of its benefits.

B. External Dissemination

1. All recruiting sources will continue to be advised verbally and in writing of the Corporate Headquarters non-discrimination policy and earnest desire to offer employment opportunities to qualified persons regardless of race, creed, color, sex, age, national origin, veteran status, or handicap.
2. The Equal Employment Opportunity Clause is incorporated in all purchase orders.
3. Minority group organizations, women's organizations, community organizations and community leaders will continue to be informed of the company's EEO policy. The organizations will be contacted verbally and in writing for the referral of qualified applicants for available job openings.
4. We will continue to communicate to prospective employees the existence of the Affirmative Action Program.
5. When employees are pictured in consumer and help wanted advertisements, both minorities and non-minority men and women are shown.
6. The company will notify all sub-contractors, vendors and suppliers covered by Executive Order 11246 of its commitment to Equal Opportunity.

CHAPTER IV

ASSIGNMENT OF OVERALL RESPONSIBILITY

Frank E. Kokoczka, Plant Manager, has the overall responsibility for the administration of our equal employment opportunity program. Responsibilities include, but are not limited to the following:

1. Communications regarding equal employment opportunity and affirmative action activities with all supervision in order to maintain an awareness within the location.
2. Reviewing performance to goals of the location on a quarterly basis.
3. Enforcement of the program by holding all of supervision accountable for following through with the implementation and achievement of the program.
4. Evaluate all those involved on their effort, activity, and performance in the equal opportunity program.
5. Involve himself and employees in community activities in order to advance the purpose and progress of EEO in the minority and female community.

Mr. Grover E. Wallace, Manager - Human Resources and Community Relations, is the EEO officer and assigned responsibility for the detailed functional administration of this affirmative action program and accountable to the Plant Manager for reporting the progress, activity, and any problems in the enforcement of this program. Mr. Wallace's reporting relationship provides him with the necessary authority to implement and administer the location's affirmative action policy.

His responsibilities include, but are not limited to the following:

1. Review, monitor, and approve (where appropriate) all hires, promotions, transfers, and terminations to ensure that EEO policies and practices including the corporate and sector AAP objectives are considered.
2. Review, revise, develop policies and procedures, as required, in accordance with Federal and State legislation.
3. Coordinate and assist in the communication of the location's EEO program throughout the location and the community.

4. Ensure that affirmative recruiting, training counseling, and supervising are effected to further the employment and upgrading of minorities and females to satisfy the mutual needs of the employees, this location, and the community.
5. Assisting management in identifying and resolving EEO and personnel problems. Consolidating EEO data for review by management. Conducting or assigning periodic audits to identify potential EEO problems and areas of underutilization of minorities and females, and making recommendations to management for correcting problem situations and for improving utilization throughout this location.
6. Developing and maintaining contact with minority and female organizations and community action groups concerned with employment opportunities for minorities and females. Coordinating with appropriate personnel inside the organization to determine the needs, attitudes, skills, and availability of minority and female applicants and employees for promotion.
7. Coordinating the reporting of all information required for EEO-1 reporting purposes and for related internal audits.
8. Administering and maintaining an audit and reporting system that will aid in the measurement of the EEO program effectiveness and identifying areas needing remedial action.
9. Reviewing the facility annually to ensure compliance with the affirmative action program and legal requirements.

All levels of management are assigned responsibility for the implementation and accomplishment of the goals and objectives of this affirmative action program.

A. Staff Responsibility

1. To develop policy statements, Affirmative Action Programs, internal and external communications techniques.
2. To assist in the identification of problem areas.
3. To assist line management in arriving at solutions to problems.
4. To design and implement audit and reporting systems that will:
 - a. Measure the effectiveness of the General Chemical Corporation program.

- b. Indicate the need for remedial action.
 - c. Determine the degree to which goals and objectives are progressing.
- 5. To serve as liaison between the General Chemical Corporation and enforcement agencies.
 - 6. To serve as liaison between General Chemical Corporation and minority organizations, women's organizations, and Community Action Groups concerned with employment opportunities for minorities and females.
 - 7. To keep management informed of the latest developments in the total equal employment opportunity area.
 - 8. To insure that the Internal Audit and Reporting System is maintained on a continuing basis.

B. Line Responsibilities

- 1. To assist in the identification of problem areas and the establishment of goals and objectives.
- 2. To participate with active involvement with local minority organizations, women's organizations, Community Action Groups, and Community Service Organizations.
- 3. To audit the hiring and promotion patterns to remove impediments to the attainment of goals and timetables.
- 4. To discuss the Equal Employment Opportunity program regularly with managers, supervisors and employees to insure that the policies and procedures are in compliance.
- 5. To review the qualifications of all employees on a continuing basis to assure that minority and female employees are given full opportunities for promotions.
- 6. To counsel with all employees regarding career development and promotion potential with particular attention to minority and female employees.
- 7. To periodically inspect to insure compliance in such areas as:
 - a. Proper display of posters.
 - b. Desegregation of all facilities.
 - c. Full opportunity and encouragement of minority and female employees in all General Chemical Corporation sponsored education, training, recreational, and social activities.

8. To insure that supervisors understand that their performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria.
9. To insure that supervisors are directed to take the necessary action to prevent the harassment of any employee placed through our Affirmative Action efforts.

CHAPTER IX

DEVELOPMENT AND EXECUTION OF ACTION ORIENTED PROGRAMS

The Company currently has established several programs to enhance minority and female participation in this locations work force. Those programs have proven to be successful in the past and local management believes they will be successful in the future when adverse external economic conditions improve.

- A. The Company conducts detailed analysis of position descriptions to insure that they accurately reflect position functions, and are consistent for the same or comparable positions from one location to another.
- B. The Company will continue to validate worker specifications by department, location or other organizational unit and by job title, where appropriate. Special attention is given to academic, experience and skill requirements to insure that the requirements in themselves do not constitute inadvertent discrimination. Specifications are consistent for the same job title and are free from bias as regards to race, color, religion, sex, or national origin, handicap or Vietnam Era Veteran status.
- C. Approved position descriptions and worker specifications, when used by the Company, are available to all members of management involved in the recruiting, screening, selection, and promotion process.
- D. During any future period of recruiting and hiring, the Company will continue to monitor the total selection process to insure freedom from bias and, thus, aid the attainment of goals and objectives. This process includes:
 - 1. All personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes are carefully selected and trained to insure elimination of bias in all personnel actions.
 - 2. All employees including minorities and women are encouraged to refer applicants.

- E. During any future period of recruiting and hiring, the Company will continue to make every good faith effort to increase female and minority applicant flow.
1. We continue to communicate our vacancies to minority and female organizations and private employment agencies capable of referring female and minority applicants.
 2. Meetings with Human Resource representatives on Company premises were held with visiting representatives from community recruiting sources. Clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Company's selection process, and recruiting literature were and continue to be an integral part of these briefings. Formal arrangements are made for referral of applicants, follow-up with sources, and feedback of disposition of applicants.
 3. When and where appropriate, minorities and/or females have been made a part of the Personnel Office Staff.
 4. Upon request, minority and female employees are made available for participation in Career Days, Youth Motivation programs, and related activities in the community.
 5. We will participate in "Job Fairs" that are conducted to improve our availability of qualified minorities and women.
 6. Special efforts have been and will continually be made to recruit minorities and females from secondary schools, colleges, and universities. When we again enter a hiring mode.
 7. When and where appropriate, the Company has participated in the following kinds of programs:
 - a. Technical and non-technical co-op programs with predominately minority and female colleges.
 - b. "After school" and/or work study programs for minority youths.
 - c. Summer work-study programs for male and female faculty members of predominately minority schools and colleges.
 8. When recruiting brochures pictorially present work situations, minority and female members of the work force continue to be included, especially when such brochures are used in school and career recruitment programs.

- F. The Company will continue to insure that minority and female employees are given equal opportunity for promotion. Actions to achieve this objective include, but are not limited to:
1. Promotional opportunities are posted thru an internal job opportunity program and a key staffing program.
 2. Formal employee evaluation programs have been implemented. An inventory of current minority and female employees has been conducted to determine academic, skill, and experience levels of individual employees.
 3. "Worker Specifications" are constantly revalidated to assure that performance criteria is the same for all regardless of race or sex and place in the work force.
 4. When apparently qualified minority or female employees are passed over for promotion, supervisors are required to submit justification.
 5. During the yearly performance appraisal minority and female employees will be counselled with respect to lines of progression within the Company and selection of the career lines offering the best opportunity for advancement.
- G. The Company continues to make certain that all facilities and Company sponsored social and recreational events are desegregated. All employees are actively encouraged to participate.
- H. Child care, housing and transportation programs which are designed to improve the employment opportunities of minorities and women are supported by the Company.

CHAPTER XI

COMPLIANCE OF PERSONNEL POLICIES AND PRACTICES

WITH SEX DISCRIMINATION GUIDELINES

1. All written personnel policies, including the Company's personnel manual, will continue to indicate that there will be no discrimination against employees because of sex.
2. Employees of both sexes will continue to have an equal opportunity to any available job that he or she is qualified to perform.
3. We have not and will not make any distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment.
4. We have not and will not discriminate against individuals on the basis of sex in its insurance, pension, and welfare programs and other similar fringe benefits.
5. We have not and will not discriminate against any individual on the basis of marital status.
6. We have not and will not deny employment to any individual because he or she has young children.
7. We have not and will not terminate an employee of one sex in a particular job classification upon reaching a certain age unless the same rule is applicable to members of the other sex.
8. Appropriate physical facilities and restrooms are and will be available to individuals of both sexes.
9. We have not and will not penalize any woman in her condition of employment because she requires time away from work for childbearing.
10. We have not and will not under our leave-of-absence policy refuse to grant an eligible female employee a leave-of-absence for the purpose of childbearing for a reasonable period of time. Childbearing has been and will be considered by the Company to be a justification for a leave-of-absence for a female employee for a reasonable period of time.

Within a reasonable time following childbirth, if the female employee signifies her intent to return to work, she will be reinstated to her original job or to a position of like status and pay, without loss of any service credits.

11. We do not specify any differences for male and female employees on the basis of sex in either mandatory or optional retirement age.

12. We have taken and will continue to take each of the following steps:

- a. Persons have been and will be recruited for all jobs without regard to sex.
- b. Advertisements for employment in newspapers and other media have not and will not express a sex preference.
- c. We have taken and will continue to take affirmative action to recruit women to apply for jobs.
- d. We will continue to include women employees in management training programs. Both sexes will continue to have equal access to all training programs.

CHAPTER XII

SUPPORT OF PROGRAMS TO IMPROVE EMPLOYMENT

OPPORTUNITIES OF MINORITIES AND WOMEN

The Plant continues its active involvement in community relations and community programs in some of the following ways:

1. Employee Relations Representatives from the Green River Plant periodically attend state and local sponsored minority and female career conferences for recruiting and hiring qualified applicants for professional positions.
2. All employee community and civic activities which are sponsored by the Green River Works plant, such as softball, bowling, Little League, and women's teams, are open to all females and minorities.
3. Professional Women at this location are actively engaged in the activities of the local chapter of the National Organization of Women in an effort to help recruit and place qualified female candidates in professional, managers, and foreman categories. When we again enter a hiring mode.
4. Financial and Technical support is given annually and on a continuing basis to Western Wyoming Community College for the purpose of developing courses for females and minorities. It is the objective of the college and the Green River Works plant to expand the college courses to provide female and minority personnel to fill future hiring needs.
5. The Green River Works participates annually in high school and college trade fairs which encourage students in the female and minority groups to become interested in and prepare themselves to qualify for professional and technical jobs in industry and business.
6. The Employees Relations Department participates on an annual basis with the high schools and junior high schools and grade schools in providing staff members for development classes and seminars to provide meaningful information about vocational and professional vocations in the immediate area, to help stimulate interest in students to select study courses early to prepare for future positions in industry and business.
7. The Green River Works regularly conducts tours of its mine and processing areas. These tours have involved high school student groups, high school teacher groups, and other professional and collegiate groups.
8. The Employee Relations Department has participated in speaking engagements at the University of Wyoming to on-campus business organizations.

CHAPTER XIII

CONSIDERATION OF WOMEN AND MINORITIES NOT CURRENTLY IN THE WORK FORCE

It has always been a continuing goal of local management, to maintain a high profile in the community at large and to foster a general understanding of our business and our industry.

The Company has maintained contacts with local high schools. As was mentioned in the previous chapter, this establishment has conducted on-site tours for high school groups, college groups, teacher groups and other professional organizations. It has been our experience that most participants in these tours express a high degree of interest about the size and nature of our operation.

Green River Works has donated funds and office furniture to the Sweetwater County Child Development Agency. We have also supported local charities and organizations with donations and material support.

This location has a long-established relationship with Western Wyoming Community College. The Company has supported this 2-year Community College financially and otherwise over the years including scholarships. The College had about 60% female student enrollment and 5.0% minority enrollment during the last semester.

The Company will continue to develop its contacts in the community to reach minority and women who are not currently in the work force. This will all be in preparation for the day when industry economic problems cease and general recruitment resumes.

CHAPTER XIV

COMPLIANCE WITH RELIGION AND NATIONAL ORIGIN

DISCRIMINATION GUIDELINES

A. We do not discriminate against employees or applicants for employment because of religion or national origin. Our policy is to provide equal employment opportunity to qualified individuals without regard to religion or national origin through a positive, continuing affirmative action program designed to insure that applicants are employed, and employees treated during employment, without regard to their religion or national origin. This policy covers all personnel practices, including employment, upgrading, demotion or transfer, rates of pay or other forms of compensation, and selection for training including apprenticeship. We took the following measures to promote equal opportunity without regard to religion or national origin:

1. Employment practices were reviewed to ensure various religious or ethnic groups are receiving fair consideration for job opportunities.
2. The Company has accommodated and will continue to accommodate the religious observances and practices of an employee or prospective employee unless it cannot do so reasonably without undue hardship on the conduct of the Company's business. Every attempt is made to accommodate an employee or prospective employee who regularly observes Friday evening and Saturday, or some other day of the week, as his or her Sabbath, or who is conscientiously opposed to performing work or engaging in similar activities on those days, when accommodation can be made without undue hardship on the conduct of Company business. In determining whether a particular religious observance or practice can be respected without undue hardship on the conduct of the Company's business, the Company has considered and will continue to consider business necessity, financial cost and expenses, and resulting personnel problems.

CHAPTER XV

AFFIRMATIVE ACTION FOR THE HANDICAPPED AND FOR VIETNAM ERA VETERANS AND DISABLED VETERANS

POLICY

General Chemical Corporation will not discriminate against any employee or applicant for employment because of physical or mental handicap or veterans status in regard to any position for which the employee or applicant for employment is qualified with reasonable accommodation. General Chemical Corporation has taken affirmative action to employ, advance in employment and otherwise treat qualified handicapped individuals, disabled veterans and veterans of the Vietnam era without discrimination based on their physical or mental handicap or veterans status in all employment practices, including up-grading, reclassification, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay, other forms of compensation, and selection for training, including apprenticeship.

General Chemical Corporation reaffirms that the employment of the handicapped, disabled veterans and veterans of the Vietnam era is an essential responsibility that this Company must assume for the benefit of the handicapped, disabled veterans and veterans of the Vietnam era, and because hiring the handicapped, disabled veterans and veterans of the Vietnam era is good business.

The Company EEO person, has been given full responsibility and authority for implementation for monitoring of this affirmative action program.

Every member of management is expected to carry forward the Company's policy of non-discrimination in the employment/promotion of the handicapped, disabled veterans and veterans of the Vietnam era within their assigned area of responsibility.

Grover E. Wallace, Manager - Human Resources and Community Affairs, has been assigned administrative responsibility for the coordination and implementation of this program. Mr. Wallace is located on the main floor of the Administration Building at the work site. His telephone number is 875-3350 ext. 207. Mr. Wallace may be contacted regarding this program Monday through Friday, 8:00 a.m. to 4:00 p.m.

NOTICE

Employees and Applicants for Employment

GENERAL CHEMICAL CORPORATION IS A GOVERNMENT CONTRACTOR SUBJECT TO SECTION 503 OF THE REHABILITATION ACT OF 1973 AND SECTION 402 OF THE VIETNAM ERA VETERANS READJUSTMENT ASSISTANCE ACT OF 1974, WHICH REQUIRE GOVERNMENT CONTRACTORS TO TAKE AFFIRMATIVE ACTION TO EMPLOY AND ADVANCE IN EMPLOYMENT QUALIFIED HANDICAPPED INDIVIDUALS, DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA. IF YOU ARE HANDICAPPED OR A DISABLED VETERAN AND WOULD LIKE TO BE CONSIDERED UNDER THE AFFIRMATIVE ACTION PROGRAM, PLEASE LET US KNOW BY CONTACTING YOUR EMPLOYEE RELATIONS DEPARTMENT. SUBMISSION OF THIS INFORMATION IS VOLUNTARY AND REFUSAL TO PROVIDE IT WILL NOT SUBJECT YOU TO ANY ADVERSE TREATMENT. INFORMATION OBTAINED CONCERNING INDIVIDUALS SHALL BE KEPT CONFIDENTIAL EXCEPT THAT (1) SUPERVISORS AND MANAGERS MAY BE INFORMED REGARDING RESTRICTIONS ON THE WORK OR DUTIES OF HANDICAPPED INDIVIDUALS AND DISABLED VETERANS AND REGARDING NECESSARY ACCOMMODATIONS, AND (2) FIRST AID PERSONNEL MAY BE INFORMED, WHEN AND TO THE EXTENT APPROPRIATE, IF THE CONDITION MIGHT REQUIRE EMERGENCY TREATMENT, AND (3) GOVERNMENT OFFICIALS INVESTIGATING COMPLIANCE WITH THE ACTS SHALL BE INFORMED.

IF YOU HAVE A HANDICAP OR DISABILITY WHICH MIGHT AFFECT YOUR PERFORMANCE OR CREATE A HAZARD TO YOURSELF OR OTHERS IN CONNECTION WITH THE JOB FOR WHICH YOU ARE APPLYING, PLEASE STATE THE FOLLOWING: (a) THE SKILLS AND PROCEDURES YOU USE OR INTEND TO USE TO PERFORM THE JOB NOTWITHSTANDING THE HANDICAP OR DISABILITY AND (b) REASONABLE ACCOMMODATIONS WE COULD MAKE WHICH WOULD ENABLE YOU TO PERFORM THE JOB PROPERLY AND SAFELY.

ELIGIBLE EMPLOYEES AND APPLICANTS COVERED BY THE ABOVE ACTS MAY CONTACT GROVER E. WALLACE, MANAGER OF HUMAN RESOURCES AND COMMUNITY AFFAIRS. MR. WALLACE MAY BE REACHED MONDAY THROUGH FRIDAY 8:00 to 4:00 P.M. (307) 875-3350.

AIU Insurance Company
American Home Assurance Company
Granite State Insurance Company
The Insurance Company of the State of Pennsylvania
National Union Fire Insurance Company of Pittsburgh, Pa.
New Hampshire Insurance Company



American International Companies

Principal Bond Office
70 Pine Street, New York, N.Y. 10270

BID BOND (AIA 310)

KNOW ALL MEN BY THESE PRESENTS:

That General Chemical Corporation, 90 East Halsey Road, P.O. Box 395 as Principal, and
Parsippany, NJ 07054-0393
National Union Fire Insurance Company of Pittsburgh, PA, a as Surety, are held and firmly bound
Pennsylvania Corp., 99 John Street, New York, NY 10038
unto City of Fort Wayne, Department of Purchasing, One Main St., as Oblige, in the sum of
Room 350, Fort Wayne, IN 46802
Three Thousand Dollars and 00/100 Dollars

(\$ 3,000.00), for the payment of which sum, well and truly to be made, the Principal and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Supplying Approximately 300 Tons of Soda Ash
for the Period January 1, 1989 through December 31, 1989

NOW, THEREFORE, if the Oblige shall accept the bid of the Principal and the Principal shall enter into a Contract with the Oblige in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Oblige the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Oblige may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed, sealed and dated December 8, 1988

Diane C. Littaro
(Witness)

General Chemical Corporation

(Principal)

(Seal)

By Carol M. Becker Carol M. Becker
Mgr., Customers' Service System (Title)
National Union Fire Insurance Company
of Pittsburgh, PA

(Surety)

Bond No. _____

By Eleanor Doudera
Eleanor Doudera Attorney-In-Fact

American Home Assurance Company
National Union Fire Insurance Company of Pittsburgh, Pa.

Principal Bond Office: 70 Pine Street, New York, N.Y. 10270

POWER OF ATTORNEY

No. _____

KNOW ALL MEN BY THESE PRESENTS:

That American Home Assurance Company, a New York corporation, and National Union Fire Insurance Company of Pittsburgh, Pa., a Pennsylvania corporation, does each hereby appoint

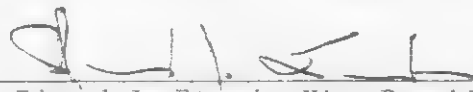
---Richard F. Ferrucci, Eleanor Doudera, Wm. R. Towne, II, James F. Joyce, Richard K. T. A. J. Romano, Neil C. Donovan: of New Hyde Park, New York

its true and lawful Attorney(s)-in-Fact, with full authority to execute on its behalf bonds, undertakings, recognizances and other contracts of indemnity and writings obligatory in the nature thereof, issued in the course of its business, and to bind the respective company thereby.

IN WITNESS WHEREOF, American Home Assurance Company and National Union Fire Insurance Company of Pittsburgh, Pa. have each executed these presents



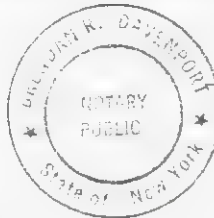
this 8 day of June, 1988

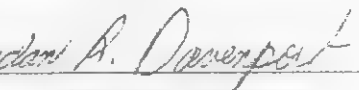

Edward J. French, Vice President

STATE OF NEW YORK }
COUNTY OF NEW YORK } ss.

On this 8 day of June, 1988,

before me came the above named officer of American Home Assurance Company and National Union Fire Insurance Company of Pittsburgh, Pa., to me personally known to be the individual and officer described herein, and acknowledged that he executed the foregoing instrument and affixed the seals of said corporations thereto by authority of his office.




BRENDAN R. DAVENPORT
Notary Public, State of New York
No. 03-4755643
Qualified in Bronx County
Certificate Filed in New York County
Commission Expires July 31, 1988

CERTIFICATE

Excerpts of Resolutions adopted by the Boards of Directors of American Home Assurance Company and National Union Fire Insurance Company of Pittsburgh, Pa. on May 18, 1976:

"RESOLVED, that the Chairman of the Board, the President, or any Vice President be, and hereby is, authorized to appoint Attorneys-in-Fact to represent and act for and on behalf of the Company to execute bonds, undertakings, recognizances and other contracts of indemnity and writings obligatory in the nature thereof, and to attach thereto the corporate seal of the Company, in the transaction of its surety business;

"RESOLVED, that the signatures and attestations of such officers and the seal of the Company may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be valid and binding upon the Company when so affixed with respect to any bond, undertaking, recognizance or other contract of indemnity or writing obligatory in the nature thereof;

"RESOLVED, that any such Attorney-in-Fact delivering a secretarial certification that the foregoing resolutions still be in effect may insert in such certification the date thereof, said date to be not later than the date of delivery thereof by such Attorney-in-Fact."

I, Maureen P. Tully, Secretary of American Home Assurance Company and of National Union Fire Insurance Company of Pittsburgh, Pa. do hereby certify that the foregoing excerpts of Resolutions adopted by the Boards of Directors of these corporations, and the Powers of Attorney issued pursuant thereto, are true and correct, and that both the Resolutions and the Powers of Attorney are in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the facsimile seal of each corporation

this 8th day of December, 1988




Maureen P. Tully, Secretary

National Union Fire Insurance Company of Pittsburgh, Pa.

Executive Offices
70 Pine Street, New York, NY 10270



FINANCIAL STATEMENT as of DECEMBER 31, 1987

<u>ASSETS</u>		<u>LIABILITIES</u>	
Bonds	\$1,684,939,082	Reserve for Losses and Loss Expenses	\$2,458,463,657
Stocks	391,838,010	Reserve for Unearned Premiums	890,540,365
Collateral Loans	—0—	Reserve for Expenses, Taxes, Licenses and Fees	34,424,212
Cash and Bank Deposits	387,624,065	Reserve for Unauthorized Reinsurance	20,702,495
Agents Balances or Uncollected Premiums	658,397,795	Funds Held Under Reinsurance Treaties	81,535,225
Funds Held by Ceding Reinsurers	86,378,946	Other Liabilities	196,736,259
Reinsurance Recoverable on Loss Payments	279,917,084	Capital Stock	4,478,750
Company's Interest in Assets of AIUA and AIUOA	30,565,414	Surplus	632,096,918
Other Admitted Assets	599,317,483		
		TOTAL POLICYHOLDERS' SURPLUS	636,575,666
TOTAL ASSETS	\$4,118,977,879	TOTAL LIABILITIES AND POLICYHOLDERS' SURPLUS	\$4,118,977,879

Bonds and stocks are valued in accordance with the basis adopted
by the National Association of Insurance Commissioners.
Securities carried at \$74,424,256 in the above Statement are deposited as required by law.

CERTIFICATE

MAUREEN P. TULLY, Secretary and Steven Skalicky, Comptroller of the National Union Fire Insurance Company of Pittsburgh, Pa. being duly sworn each for himself disposes and says that they are the above described officers of the said Company and that such assets were available for the payment of losses and claims and held for the protection of its policyholders and creditors, except as hereinbefore indicated, and that the foregoing statement is a correct exhibit of such assets and liabilities of the said company on the 31st day of December, 1987 according to the best of their information, knowledge and belief, respectively.



Maureen Tully
Secretary

Steven Skalicky
Comptroller

STATE OF NEW YORK } SS:
COUNTY OF NEW YORK }

On this 30 day of April, 19 88
before me came the above named officers of the National Union Fire Insurance Company of Pittsburgh, Pa., to me personally known to be the individuals and officers described herein, and acknowledged that they executed the foregoing instrument and affixed the seal of said corporation thereto by authority of their office.



Brendan E. Davenport
Brendan E. DAVENPORT
Notary Public, State of New York
No. 03-4755643
Qualified in Rensselaer County
Certificate Filed in New York County
Commission Expires July 31, 1988

CERTIFICATION OF BIDDER/VENDOR

The undersigned, on behalf of GENERAL CHEMICAL CORPORATION
_____, does hereby make the following representations
to the City of Fort Wayne, Indiana.

WHEREAS, it is acknowledged that the Common Council
of the City of Fort Wayne, Indiana, has passed an ordinance con-
demning the apartheid policies of the country of South Africa;

WHEREAS, Council's ordinance requires that all persons,
firms or corporations submitting bids to the City, for goods and
services, certify, as part of the bid, that such entity does not
support the policies of apartheid in South Africa.

The undersigned states, on behalf of GENERAL CHEMICAL CORPORATION
_____, that GENERAL CHEMICAL CORPORATION
does not support or endorse the policy of apartheid in South Africa.

IN WITNESS WHEREOF, this Certification has been signed
this 6th day of December, 1988.

GENERAL CHEMICAL CORPORATION
(Name of Bidder/Vendor)

Carol M. Becker Carol M. Becker
(Name and Title of Person Signing)
Manager, Customers' Service System

BID, OFFER OR PROPOSAL FOR SALE OR LEASE OF MATERIALS

(Defined at I.C. 36-1-2-9.5)
(Please type or print)

Date: December 6, 1988

1. Governmental Unit: _____
2. County: _____
3. Bidder (Firm): GENERAL CHEMICAL CORPORATION
 Address: P.O. Box 395
 City/State: Parsippany, NJ 07054-0395
4. Telephone Number: 1-800-631-8050
5. Agent of Bidder (if applicable): Soda Ash

Pursuant to notices given, the undersigned offers bid(s) to _____ (Governmental Unit) in accordance with the following attachment(s) which specify the class or item number or description, quantity, unit, unit price and total amount.

The contract will be awarded by classes or items, in accordance with specifications. Any changes or alterations in the items specified will render such bid void as to that class or item. Bidder promises that he has not offered nor received a less price than the price stated in his bid for the materials included in said bid. Bidder further agrees that he will not withdraw his bid from the office in which it is filed. A certified check or bond shall be filed with each bid if required, and liability for breach shall be enforceable upon the contract, the bond or certified check or both as the case may be.

Carol M. Becker
Signature of Bidder or Agent

Carol M. Becker, Manager
Customers' Service System

BID OFFER OR PROPOSAL

Attach separate sheet listing each item bid based on specifications published by governing body. Following is an example of the bid format:

Class or Item	Quantity	Unit	Description	Unit Price	Amount
	300	TON	Soda Ash		
			Via Rail-----	\$138.64	\$41,592.00
			Via Truck-----	\$160.25	\$48,075.00

NEW JERSEY

NON-COLLUSION AFFIDAVIT

STATE OF ~~NEW JERSEY~~
) SS:
MORRIS COUNTY)

The undersigned bidder or agent, being duly sworn on oath, says that he has not, nor has any other member, representative, or agent of the firm, company, corporation or partnership represented by him, entered into any combination, collusion or agreement with any person relative to the price to be bid by anyone at such letting nor to prevent any person from bidding nor to induce anyone to refrain from bidding, and that this bid is made without reference to any other bid and without any agreement, understanding or combination with any other person in reference to such bidding.

He further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, fee, gift, commission or thing of value on account of such sale.

GENERAL CHEMICAL CORPORATION
Bidder (Firm)

Carol M. Becker Carol M. Becker
Signature of Bidder or Agent
Mgr., Customers' Service System

Subscribed and sworn to before me this 6th day of December, 1988.

My Commission Expires: JULY 21 1991

County of Residence: MORRIS

Kenneth H. Donohue
Notary Public

Kenneth H. Donohue
Notary Public Printed Name
KENNETH H. DONOHUE

Read the first time in full and on motion by Burns, seconded by Salmon, and duly adopted, read the second time by title and referred to the Committee on City of Ellettsville (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19____, at _____ o'clock _____ M., E.S.T.

DATED: 12-27-88

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by GiaQuinta, seconded by Bradbury, and duly adopted, placed on its passage. PASSED LOST by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
<u>TOTAL VOTES</u>	<u>7</u>			<u>2</u>
<u>BRADBURY</u>	<u>✓</u>			
<u>BURNS</u>	<u>✓</u>			
<u>GiaQUINTA</u>	<u>✓</u>			
<u>HENRY</u>	<u>✓</u>			
<u>LONG</u>	<u>✓</u>			
<u>REDD</u>	<u>✓</u>			
<u>SCHMIDT</u>				<u>✓</u>
<u>STIER</u>				<u>✓</u>
<u>TALARICO</u>	<u>✓</u>			

DATED: 1-10-89

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,

Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL) (ZONING MAP) ORDINANCE RESOLUTION NO. 1-09-89

on the 10th day of January, 1989,

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Charles S. Reed
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 11th day of January, 1989, at the hour of 11:00 o'clock A. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 15th day of January, 1989 at the hour of 4:00 o'clock P. M.

DIGEST SHEET

TITLE OF ORDINANCE: Special

DEPARTMENT REQUESTING ORDINANCE: Purchasing

SYNOPSIS OF ORDINANCE: An ordinance approving the award of Reference No. 868 with respect to the purchase of soda ash for the Filtration Plant for 1989. The cost reflects the most responsible vendor.

EFFECT OF PASSAGE: Chemical purchase for water.

EFFECT OF NON-PASSAGE: Would have to accept finished of higher hardness.

MONIES INVOLVED: General Chemical \$41592.00+/-

SOURCE OF FUNDING: Filtration Plant
Fund Line: 513-523-W154-4251

BILL NO. S-88-12-34

REPORT OF THE COMMITTEE ON CITY UTILITIES

WE, YOUR COMMITTEE ON CITY UTILITIES TO WHOM WAS
REFERRED AN (ORDINANCE) (~~RESOLUTION~~)

approving the awarding of Reference #868 by the City of Fort
Wayne, Indiana, by and through its Department of Purchasing
and General Chemical Corporation for the Water Filtration Plant

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (~~RESOLUTION~~)

YES

NO

Mark E. GiaQUINTA MARK E. GiaQUINTA
CHAIRMAN

Thomas C. Henry THOMAS C. HENRY
VICE CHAIRMAN

David C. Long DAVID C. LONG

Paul M. Burns PAUL M. BURNS

Samuel J. Talarico SAMUEL J. TALARICO

CONCURRED IN 1-3-89

Sandra E. Kennedy
Sandra E. Kennedy
City Clerk